



More Suggested Reading on Mentoring and Networking

Provided by Women in Science and Medicine Advisory Committee (WISMAC)
UT Southwestern Medical Center

"**Perspective: Top 10 Tips for Mentors**", written by Philip S. Clifford & Joan M. Lakoski, is published on the web site of the Clinical and Translational Science Network. Their top 10 tips for being an effective mentor are presented David Letterman style -- in reverse order and saving the best for last. <http://community.sciencecareers.org/ctscinet/articles/2010/10/perspective-top-10-tips-for-mentors.php> > [posted 10/2010]

Rewards of Mentorship to the Mentor We are well aware that protégés benefit from mentoring, but what are some of the advantages for a mentor? *Nature* magazine recently published the article: "The Role of Mentorship in Protégé Performance" in its June 2010 issue highlighting the rewards of mentorship to the mentor in both academia and industry. *Nature* explains: "In return, mentors receive fulfillment not only by altruistically improving the welfare of their protégés, but also by improving their own welfare" (*Nature*, June 2010). Authors R. Dean Malmgren, Julio M. Ottino, and Luis A. Nunes Amaral cite the [Mathematics Genealogy Project](#) in their research. [from MentorNet email newsletter 6/17/2010]

Generation Gap Plays a Role in Mentor-Protégé Relationships A study by researchers of Northwestern University has reaffirmed the belief that generation gap does play an important role in the context of successful mentor-protégé relationships. Analysis of data from a period of 60 years showed that for mathematicians and their doctoral students, mentors who are overburdened with a large number of protégés disconnect with them. Using the data from the Mathematics Genealogy project, researchers concluded that mentors in the beginning third of their careers were more productive in training students who in turn became good mentors. Researchers who were members of the National Academy of Science mentored more students than non-members, and those who advised a smaller group did a better job of mentoring. [Mind the gap](#) [AWIS Washington Wire-June 2010, Issue I]

[A Proposed Model for an Optimal Mentoring Environment for Medical Residents: A Literature Review](#) The authors of this Academic Medicine article identified six interactional foundations that allow protégés to capitalize on their mentors' strengths and enable protégés to engage in four key developmental behaviors. [adapted from Academic Medicine email date 6/4/2010]

[In It for the Long-Term: Defining the Mentor-Protégé Relationship in a Clinical Research Training Program](#) The authors of this Academic Medicine article determined seven attributes of good mentoring, and mentors and protégés in a clinical research training program agreed that the mentors demonstrated these attributes. [adapted from Academic Medicine email date 6/4/2010]

I'm A Phony Scientists, and especially women scientists, are plagued by feelings of inadequacy. Cheryl Murray, President of the American Physical Society and incoming Dean of Harvard's School of Engineering, still describes "an overwhelming sense of being a fraud, a phony, of not being good enough for her job, despite much evidence to the contrary". This special report by Nature delves into the 'impostor phenomenon', a term coined 30 years ago to describe how women (though later research show that men are afflicted too) have difficulty internalizing their successes. From 'sitting-on' papers to not applying for promotions, this often leads to sabotaging one's own career. The article ends by listing some strategies for helping purge the inner critic such as establishing a relationship with a good mentor, and tackling areas of weakness head-on. [Unmasking the impostor](#)[AWIS Washington Wire - February 2010, Issue I]

Gender Equity in Science: Role Models and Mentors Although the number of women in science careers has increased significantly over the last couple of years, it will take some time to reach true gender balance. A survey by the National Research Council on Gender differences in critical career transitions found that women who had mentors did significantly better than those who did not. One of the factors that inspire women to pursue scientific careers is seeing examples of other women who have succeeded in such positions. National organizations, such as the Association for Women in Science, increase the benefits of such mentorships by bringing women scientists together to network. [Need for a mentor](#)

Getting the Most out of Your Mentoring Relationship: A Handbook for Women in STEM is a newly published book authored by Donna Dean. It is written for graduate, postdoc, and early career women in science, technology, engineering, and mathematics (STEM). The book overviews and gives perspectives on a variety of topics and issues related being mentored in the STEM fields. [from AAMC GREATmail July 21, 2009] Learn more [here](#).

Nature Guides Science Mentors In any field of study, having a good mentor early can have a large impact on your career. In this article, Nature provides a guide for science mentors which contains tips for mentoring including: personality characteristics of good mentors; skill development; effective networking; and building communities among others. [Link to the Article](#)